

**STEWARDS LIMITED**  
**(香港神託會有限公司)**  
**(INCORPORATED IN HONG KONG**  
**AND LIMITED BY GUARANTEE)**  
**ANNUAL FINANCIAL REPORTS**  
**FOR THE YEAR ENDED 31 MARCH 2014**  
**(For the purpose of Social Welfare Department)**



FUNG, YU & CO. CPA LIMITED  
馮兆林余錫光會計師事務所有限公司

香港德輔道中161-167號  
香港貿易中心7字樓  
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## Review Report to the Management Board of Stewards Limited

We have audited the financial statements of Stewards Limited for the year ended 31 March 2014 and have issued an unqualified independent auditor's report thereon dated **18 SEP 2014**.

We conducted our review of the attached Annual Financial Report on pages 3 to 10 of the company for the year ended 31 March 2014 in accordance with Practice No. 851 "Review of the Annual Financial Report of Non-governmental Organisations" issued by the Hong Kong Institute of Certified Public Accountants. The review includes considering the procedures and records relevant to the preparation of the Annual Financial Report and performing procedures to satisfy ourselves that the Annual Financial Report has been properly prepared from the books and records of the company, on which the above audited financial statements of the company are based.

### Review conclusions

On the basis of the results of our review and having regard to the audit procedures performed by us in relation to the audit of the financial statements of the company for the year ended 31 March 2014:

- a. in our opinion the Annual Financial Report has been properly prepared from the books and records of the company; and
- b. no matter have come to our attention during the course of our review, which cause us to believe that the company has not:
  - i. properly accounted for the receipt of Lump Sum Grant, Provident Fund, Tide-over Grant and other social welfare subventions and expenditure in respect of Funding and Services Agreement activities and support services;
  - ii. kept separate Operating Income and Expenditure Account for each subvented service unit as required by the Lump Sum Grant Manual (LSG Manual) published by the Social Welfare Department of the Government of the HKSAR;
  - iii. prepared the Annual Financial Report in accordance with the format and requirements set out in the LSG Manual; and
  - iv. employed the staff quoted in the Tide-over Grant and Provident Fund arrangements during the year ended 31 March 2014.



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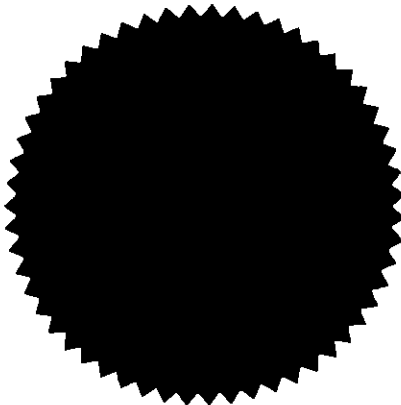
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### **Review Report to the Management Board of Stewards Limited**

This report is intended for filing with the Social Welfare Department of the Government of the HKSAR and should not be used for any other purpose.

**FUNG, YU & CO. CPA LIMITED**  
Certified Public Accountants (Practising)

**FUNG Shiu Lam**  
Practising Certificate Number: P00054

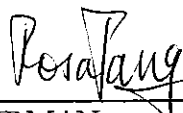



Hong Kong: 18 SEP 2014

**STEWARDS LIMITED**  
**ANNUAL FINANCIAL REPORT**  
**1 APRIL 2013 TO 31 MARCH 2014**

	<u>Notes</u>	<u>2013-14</u> HK\$	<u>2012-13</u> HK\$	<u>Remarks</u>
<b>INCOME</b>				
Lump Sum Grant				
a. Lump Sum Grant (excluding Provident Fund)	1b	49,476,223.00	46,721,115.00	
b. Provident Fund	1c	4,043,046.00	3,798,337.00	
Special One-off Grant		-	-	
Fee Income	2	1,220,752.00	1,747,689.40	
Central Items	3	3,781,737.00	3,931,052.00	
Rent and Rates	4	3,653,894.00	2,870,580.00	
Other Income	5	3,913,019.60	3,561,533.81	
Interest Received		155,726.45	131,317.57	
<b>TOTAL INCOME</b>		<u>66,244,398.05</u>	<u>62,761,624.78</u>	
<b>EXPENDITURE</b>				
Personal Emoluments				
a. Salaries		43,203,213.47	39,696,735.20	
b. Provident Fund	1c	3,195,373.30	2,800,543.63	
c. Allowances		227,345.00	264,600.00	
Subtotal	6	46,625,931.77	42,761,878.83	
Other Charges	7	11,887,789.02	7,814,853.11	
Central Items	3	3,293,296.60	3,675,019.47	
Rent and Rates	4	3,456,588.00	3,095,429.60	
Special One-off Grant Payments	7a	-	-	
<b>TOTAL EXPENDITURE</b>		<u>65,263,605.39</u>	<u>57,347,181.01</u>	
<b>SURPLUS FOR THE YEAR</b>	8	<u>980,792.66</u>	<u>5,414,443.77</u>	

SIGNATURE

  
 \_\_\_\_\_  
 CHAIRMAN  
 DATE: 18 SEP 2014

  
 \_\_\_\_\_  
 CHIEF EXECUTIVE  
 DATE: 18 SEP 2014

**STEWARDS LIMITED**  
**NOTES TO THE ANNUAL FINANCIAL REPORT**

**1 Lump Sum Grant**

**a. Basis of preparation**

The Annual Financial Report (AR) is prepared on cash basis, that is, income is recognised upon receipt of cash and expenditure is recognised when expenses are paid. Non-cash items like depreciation, provisions and accruals **should not be included** in the AFR.

**b. Lump Sum Grant (excluding Provident Fund)**

This represents Lump Sum Grant (excluding Provident Fund) received for the year.

**c. Provident Fund**

This is Provident Fund received and contributed during the year.

Snapshot staff are defined as those staff occupying recognised or holding against subvented posts as at 1 April 2000.

6.8% and other posts represent those staff that are employed after 1 April 2000.

Please note that the PF received and contributed for staff under the Central Items have been shown under 3.

Details are analysed below:

<u>Provident Fund Contribution</u>	<u>Snapshot Staff</u> HK\$	<u>6.8% Posts</u> HK\$	<u>Total</u> HK\$
Subvention Received	1,706,126.00	2,336,920.00	4,043,046.00
Provident Fund Contribution Paid during the year	1,543,794.01	1,651,579.29	3,195,373.30
Surplus/(Deficit) for the Year	162,331.99	685,340.71	847,672.70
Add : Surplus/(Deficit) b/f	864,143.79	4,355,106.52	5,219,250.31
Surplus c/f	1,026,475.78	5,040,447.23	6,066,923.01

**2 Fee Income**

This represents social welfare fee income received for the year in respect of the fees and charges recognised for the purpose of subvention as set out in the LSG Manual.

**STEWARDS LIMITED**  
**NOTES TO THE ANNUAL FINANCIAL REPORT**

**3 Central Items**

These are subvented service activities which are not included in LSG and are subject to their own procedures as set out in other SWD's papers and correspondence with the NGOs. The PF received and contributed for staff under the Central Items have been separately included as part of the income and expenditure of the relevant items (paragraph 3.13 of LSG Manual). The income and expenditure of each of the Central Items are as follows:

	<u>2013-14</u>	<u>2012-13</u>
<u>Income</u>	HK\$	HK\$
Regularized Programme Assistants / Care Assistants	1,194,336.00	1,121,852.00
After School Care Programme	148,500.00	85,500.00
Programme Workers posts extended for one year in 2012-13	2,383,776.00	2,563,200.00
Training Sponsorship Scheme for two year MOT Programme	-	150,000.00
Financial Incentive Scheme for Mentors of Employees with Disabil:	55,125.00	10,500.00
<b>Total</b>	<b><u>3,781,737.00</u></b>	<b><u>3,931,052.00</u></b>
<u>Expenditure</u>		
Regularized Programme Assistants / Care Assistants	1,077,010.21	1,094,935.63
After School Care Programme	146,200.33	84,408.01
Programme Workers posts extended for one year in 2012-13	1,920,086.06	2,345,675.83
Training Sponsorship Scheme for two year MOT Programme	150,000.00	150,000.00
Financial Incentive Scheme for Mentors of Employees with Disabil:	-	-
<b>Total</b>	<b><u>3,293,296.60</u></b>	<b><u>3,675,019.47</u></b>

**4 Rent and Rates**

This represents the amount paid by SWD in respect of premises recognised by SWD. Expenditure on rent and rates in respect of premises not recognised by SWD have not been included in AFR.

**5 Other Income**

This includes programme income and all income other than recognised social welfare fee income received during the year. Non-SWD subventions and donations received have not been included as Other Income in AFR.

**6 Personal Emoluments**

Personal Emoluments include salary, provident fund, salary-related allowances.

The analysis on number of posts with annual Personal Emoluments over \$500,000 each is appended below:

Analysis of Personal Emoluments	No of Posts	HK\$
HK\$500,001 - HK\$600,000 p.a.	3	1,647,581.76
HK\$600,001 - HK\$700,000 p.a.	1	613,778.00
HK\$700,001 - HK\$800,000 p.a.	4	3,037,547.32
HK\$800,001 - HK\$900,000 p.a.	-	-
HK\$900,001 - HK\$1,000,000 p.a.	1	958,826.25
>HK\$1,000,000 p.a.	-	-

**STEWARDS LIMITED**  
**NOTES TO THE ANNUAL FINANCIAL REPORT**

**7 Other Charges**

The breakdown on Other Charges is as follows

Other Charges	<u>2013-14</u>	<u>2012-13</u>
	HK\$	HK\$
(a) Utilities	816,277.56	792,096.20
(b) Food	245,551.00	299,571.90
(c) Administrative Expenses	404,983.68	345,269.84
(d) Stores and Equipment	3,644,383.63	974,491.10
(e) Repairs and Maintenance	742,205.90	376,261.04
(f) Special Allowances	1,576,018.50	1,680,199.50
(g) Programme Expenses	3,182,561.85	2,404,501.70
(h) Transportation and Travelling	536,690.35	484,713.88
(i) Insurance	375,533.78	315,900.32
(j) Miscellaneous	363,582.77	141,847.63
Total	<u>11,887,789.02</u>	<u>7,814,853.11</u>

**7a Special One-off Grant Payments**

Details of Special One-off Grant Payments are as follows:

Special one-off Grant Payments	<u>2013-14</u>	<u>2012-13</u>
	HK\$	HK\$
(a) Voluntary Retirement Scheme	-	-
(b) Compensation Scheme	-	-
(c) Staff Training and Development	-	-
(d) Other Staff-related Initiatives	-	-
Total	<u>-</u>	<u>-</u>

STEWARDS LIMITED  
NOTES TO THE ANNUAL FINANCIAL REPORT

8 Analysis of Reserve Fund

	Lump Sum Grant (LSG)	Special One-off Grant (SOG)	Rent and Rates	Central Items	Total
	HK\$	HK\$	HK\$	HK\$	HK\$
<b>Income</b>					
Lump Sum Grant	53,519,269.00	-	-	-	53,519,269.00
Special One-off Grant	-	-	-	-	-
Fee Income	1,220,752.00	-	-	-	1,220,752.00
Other Income	3,913,019.60	-	-	-	3,913,019.60
Interest Received (Note (1))	155,726.45	-	-	-	155,726.45
Rent and Rates	-	-	3,653,894.00	-	3,653,894.00
Central Items	-	-	-	3,781,737.00	3,781,737.00
<b>Total Income (a)</b>	<b>58,808,767.05</b>	<b>-</b>	<b>3,653,894.00</b>	<b>3,781,737.00</b>	<b>66,244,398.05</b>
<b>Expenditure</b>					
Personal Emoluments	46,625,931.77	-	-	-	46,625,931.77
Other Charges	11,887,789.02	-	-	-	11,887,789.02
Rent and Rates	-	-	3,456,588.00	-	3,456,588.00
Central Items	-	-	-	3,293,296.60	3,293,296.60
<b>Total Expenditure (b)</b>	<b>58,513,720.79</b>	<b>-</b>	<b>3,456,588.00</b>	<b>3,293,296.60</b>	<b>65,263,605.39</b>
<b>Surplus/(Deficit) for the Year (a) - (b)</b>	<b>295,046.26</b>	<b>-</b>	<b>197,306.00</b>	<b>488,440.40</b>	<b>980,792.66</b>
Less : Surplus of Provident Fund	(847,672.70)	-	-	-	(847,672.70)
<b>Surplus/(Deficit) b/f (Note (2))</b>	<b>(552,626.44)</b>	<b>-</b>	<b>197,306.00</b>	<b>488,440.40</b>	<b>133,119.96</b>
Less : Refund to Government	16,008,279.55	-	(253,169.41)	406,583.06	16,161,693.20
Adjustment of deficit of rent & rates in 2006/07	-	-	1,200.00	-	1,200.00
Refund to Government per accounts inspection reply letter dated 15 Sept 2011	-	-	-	-	-
and SWD account inspection letter dated 4/4/14	-	-	-	-	-
Transfer from LSG Reserve to cover the salary adjustment for Programme Assistants (Note (3))	(15,000.00)	-	-	-	(15,000.00)
<b>Surplus/(Deficit) c/f (Note (4))</b>	<b>15,440,653.11</b>	<b>-</b>	<b>(54,663.41)</b>	<b>895,023.46</b>	<b>16,281,013.16</b>

Notes:

- (1) Interest received on LSG and PF reserves, rent and rates, central items, Special One-off Grant should all be included as one item under LSG; and the item is considered as part of LSG reserve.
- (2) Accumulated balance Lump Sum Grant Surplus b/f from previous years and all interest received in previous years are included in the surplus b/f under LSG.
- (3) Amount of LSG Reserve used to cover the salary adjustment for Programme Assistants, Care Assistants, Dementia Supplement and Infirmary Care Supplement, if any, as per Schedule of Central Items (Annex 1).
- (4) The level of LSG cumulative reserves (i.e. S) will be capped at 25% of the NGO's operating expenditure (excluding PF expenditure) for the year.



**SCHEDULE FOR CENTRAL ITEMS  
ANALYSIS OF SUBVENTION AND EXPENDITURE  
FOR THE PERIOD FROM 1 APRIL 2013 TO 31 MARCH 2014**

ANNEX 1

Name of Agency : STEWARDS LIMITED

Unit Code and name	Subvented Element	Subvention Released (Note 1)	Actual Expenditure (Note 2)	Surplus (Note 3) (a)	Deficit for the year		Surplus b/f (Note 5) (e)	Surplus c/f (Note 6) (f)=(e)+(a)-(d)
					Deficit (Note 3) (b)	Adjusted Deficit (d)=(b)-(c)		
		HK\$	HK\$	HK\$	HK\$	HK\$	HK\$	HK\$
3223 After School Care Programme	Other Charges	148,500.00	146,200.33	2,299.67			1,091.99	3,391.66
5162 Visiting Medical Practitioner Scheme	Other Charges	-	-	-		N.A.	550.53	550.53
6583 Training Sponsorship Scheme for two-year MOT Programme of	Tuition Fee	-	150,000.00	(150,000.00)			150,000.00	-
684P Programme Worker posts extended	Personal Emolument	2,383,776.00	1,920,086.06	463,689.94		N.A.	N.A.	N.A.
684S Regularized Programme Assistant	Personal Emolument	1,194,336.00	1,077,010.21	117,325.79		-	N.A.	N.A.
6484 Financial Incentive Scheme for Mentors of Employees with	Other Charges	55,125.00	-	55,125.00			10,500.00	65,625.00
<b>TOTAL</b>		<b>3,781,737.00</b>	<b>3,293,296.60</b>	<b>488,440.40</b>	<b>-</b>	<b>-</b>	<b>162,142.52</b>	<b>69,567.19</b>

**Notes:**

- 1 The figures of the whole financial year are extracted from the payroll for March (Final) of the financial year.
- 2 Actual expenditure represents the total expenditure incurred including provident fund for the respective services after netting off programme income, if any.
- 3 Surplus / (Deficit) for each element represents the difference between subvention released and actual expenditure
- 4 Deficit i.r.o. the following central items arising from salary adjustment can be transferred to the Linnp Sum Grant Reserve as stated in SWD's letter ref. (16) in SWD/S/104/2 Pt. 12 dated 17 July 2013.
  - (i) Dementia Supplement for Elderly with Disabilities
  - (ii) Infirmity Care Supplement for the Aged Blind Persons
  - (iii) Dementia Supplement for Residential Elderly Services
  - (iv) Infirmity Care Supplement for Residential Elderly services
  - (v) Regularized Programme Assistants (PA)/Care Assistants (CA)
- 5 "Surplus brought forward (b/f)" means surplus, if any, arising from operations in previous years.
- 6 "Surplus carried forward (c/f)" means surplus brought forward plus surplus, if any, arising from operations in current year.
- 7 Unit codes and names are extracted from the payroll from SWD.

**SCHEDULE FOR RENT AND RATES  
ANALYSIS OF SUBVENTION AND EXPENDITURE  
FOR THE PERIOD FROM 1 APRIL 2013 TO 31 MARCH 2014**

**ANNEX 2**

Name of Agency : STEWARDS LIMITED

Unit Code and name		Subvented Element	Subvention Released (Note 1)	Actual Expenditure (Note 2)	Surplus (Note 3)	Deficit (Note 3)
4950	Sha Kok Y & C Centre	Rent Rates	352,800.00 24,600.00	352,800.00 27,000.00		- (2,400.00)
		Total	377,400.00	379,800.00	-	(2,400.00)
5163	Integrated Community Centres for Mental Wellness	Rent Rates	30,576.00 276,000.00	30,576.00 276,000.00		- -
		Backpay - private rental	195,500.00			
		Total	502,076.00	306,576.00	-	-
5825	Yiu On Halfway House	Rent Rates	468,684.00 28,500.00	474,984.00 33,000.00		(6,300.00) (4,500.00)
		Total	497,184.00	507,984.00	-	(10,800.00)
5210	Kwong Yuen IT	Rent Rates	380,376.00 34,200.00	386,136.00 37,800.00		(5,760.00) (3,600.00)
		Total	414,576.00	423,936.00	-	(9,360.00)
5211	Yiu On Integrated Rehabilitation Service Centre	Rent Rates	534,636.00 41,400.00	542,916.00 49,200.00		(8,280.00) (7,800.00)
		Total	576,036.00	592,116.00	-	(16,080.00)
6625	Take Your Way (revamped to ICCMW)	Rent Rates	269,304.00 22,800.00	269,304.00 22,800.00	- -	
		Total	292,104.00	292,104.00	-	-
7773	Yiu Tsuen Sheltered Workshop	Rent Rates	813,840.00 136,200.00	817,872.00 136,200.00	- -	(4,032.00)
		Backpay gov't rent	22,680.00			
		Backpay rates	21,798.00			
		Total	994,518.00	954,072.00	-	(4,032.00)
Grand Total			3,653,894.00	3,456,588.00	-	(42,672.00)

Notes :

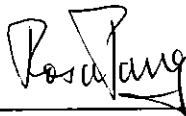
1. The figures are to be extracted from the payroll for March plus subvention released in late March for the financial year.
2. Rent includes all kinds of rent such as PHE rental, private rental, carpark rent, management fee, building management fee and Government Rent.
3. Surplus / (Deficit) for each element represents the difference between subvention released and actual expenditure.

Schedule for Investment  
Analysis of Investment as at 31 March 2014

Name of Agency : STEWARDS LIMITED

	<u>2013-14</u> HK\$'000	<u>2012-13</u> HK\$'000
LSG Reserve as at 31 March	<u>15,441</u>	<u>16,008</u>
Represented by: HKD Fixed Deposits	<u>15,441</u>	<u>16,008</u>

Confirmed by:-



CHAIRMAN



CHIEF EXECUTIVE